



Mediation Matters

SAF/GCR Newsletter

MAY 2016

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AIR FORCE LEADS THE WAY WITH NEGOTIATION TRAINING

The month of May was an extremely busy month for GCR, the Air Force Negotiation Center (AFNC), and the Air Force effort to make negotiation an enterprise capability. During the first week of May and along with the ADR Program Director for the Army, GCR and the AFNC conducted the Negotiation and Appropriate Dispute Resolution Course (NADRC) for 66 Army and Air Force legal practitioners at the Air Force Judge Advocate General's School (AFJAGS) at Maxwell Air Force Base, AL. Prior to conducting the course, GCR, the AFNC, the Army and the AFJAGS collaborated in an effort to significantly revise the focus of the course from ADR to negotiations. The revised course included instruction on negotiation, the AFNC negotiation model and the AFNC's Negotiation Style and Preference Chart. The instruction was followed up with a half-dozen role plays that exercised one-on-one, team, and multi-party negotiation skills. The course concluded with a day and a half of ADR awareness which included training and a mediation role play exercise. 62 of the 66 students in attendance completed end of course surveys. Overall, across four academic categories, the students rated the course at 3.75 on a scale of 4.0. In the words of one Air Force student, "[NADRC] is THE BEST course I have taken at the AF JAG school and I've been in the AF collectively for 21 years."

The month of May concluded with a kick-off meeting for an Air Force pilot program on negotiation. GCR, along with other SAF team members and the AFNC, met to discuss the way forward in the first-ever pilot program designed to make negotiations an enterprise capability. The program, which will include negotiation training and a knowledge management tool, will seek to improve communications between the Air Force and Congress. After several more preparatory meetings in the early summer, the pilot program will begin in earnest with comprehensive negotiation training in August, followed by negotiation coaching and support. The program will be periodically assessed over the following 24 months. The program should be scalable for use in other agencies following the completion of this effort.

GCR HAILS AND FAREWELLS

SAF/GCR HAILS Mr. Trenton Widdis to the office! Trenton joins us as a program analyst and comes to us with over 20 years experience of active duty service with the Marine Corps, where among other things he served as a program analyst at the Marine Corps Systems Command in Quantico. Most recently, Trenton worked as the Senior Program Analyst at Patricio Enterprises, supporting the Marine Corps Combat Development Directorate. Trenton has a BA in Business Administration and will be completing his MBA this Spring. We are excited to have him join the General Counsel's office to provide metrics analysis for GCRs program, to include ADR!

Sadly SAF/GCR FAREWELLS Mr. Norm Jacobson. Norm rejoined GCR in 2015 after a four-year sabbatical in the Defense Senior Leader Development Program, and he resumed his direction of the Air Force ADR Program. After 32 years of active and federal service, 31 of those years with the Air Force, Norm has taken a position with the Department of Health and Human Services. Norm's humor and program management will be greatly missed. We wish him the very best!

UPCOMING & FUTURE BASIC MEDIATION COURSES

The next Basic Mediation Course is scheduled for 12-15 July. The Course Director for the Eaker Center for Professional Development, through MAJCOM Training Representatives and ADR Strategic Advisors, has already requested nominees for the course. The Director will send a recommended list of attendees to GCR and the list will then be finalized and the students notified. As with the January course, there are limited seats available for this course. This go has only 14 centrally funded seats available. As always, there will be additional seats available for any students who can obtain local funding to attend. Mark your calendar for future training dates: Basic Mediation (4-day course) 6-9 December 2016 and 7-10 February 2017; Advanced Mediation (5-day course) 5-9 June 2017.

MAJCOM PROGRAM MANAGERS

Please let us know when you have new Program Managers on board at your wings so we can update our rosters.

Send all updates to Leigh Bertagnolli at leigh.a.bertagnolli.civ@mail.mil.

"Let us never negotiate out of fear. But let us never fear to negotiate."

John F. Kennedy

THINK YOU KNOW YOUR ADR PROGRAM?

Be the first to answer all three questions correctly & receive a copy of "Getting to Yes"

Question 1: Once management agrees to mediate, how many days do you have to make an unconditional offer of ADR to the employee? A. 3 days B. 5 days C. 7 days

Question 2: ADR proceedings should normally be convened within _____ calendar days after the parties agree to use ADR?
A. 3 B. 5 C. 7

Question 3: True or False—ADR program managers must track all disputes, even oral disputes, in the ADR data collection system.

Submit answers to: usaf.pentagon.saf-gc.mbx.saf-gcr-workflow@mail.mil

ADR DESKBOOK FOR ACQUISITION PROFESSIONALS

SAF/GCR is pleased to announce that an updated Alternative Dispute Resolution Deskbook is now available for use by all Air Force acquisition professionals. The Deskbook is designed to assist the Air Force acquisition community and servicing legal offices in recognizing when a matter is suitable for ADR and to provide guidance on how to conduct ADR. The Deskbook also complements the Acquisition ADR procedures and reporting requirements found at AFFARS 5333.2. The Deskbook can be found on the ADR public webpage at: <http://www.adr.af.mil/>

Missed our last two editions of Mediation Matters?

You can find them on the ADR public website at:

<http://www.adr.af.mil/>